

DDIT - 1454-87

## ROUTING AND TRANSMITTAL SLIP

Date

15 July 1987

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Room No.—Bldg.

Phone No.

5041-102

★ U.S.GPO: 1985-0-461-274/20011

OPTIONAL FORM 41 (Rev. 7-76)

Prescribed by GSA  
FPMR (41 CFR) 101-11.206

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## MASSACHUSETTS MUTUAL LIFE INSURANCE COMPANY

SPRINGFIELD, MASSACHUSETTS 01111 / (413) 788-8411

June 19, 1987

Mr. Harry E. Fitzwater  
Dir.-Personnel Policy-Planning  
Central Intelligence Agcy Ret. Sys.  
P.O. Box 1925  
Washington, DC 20013

Dear Mr. Fitzwater:

Enclosed is a copy of the results of our survey of 401(k) plans after the Tax Reform Act. Our survey showed that most plan sponsors feel the new laws will have very little impact on their plans, although many anticipate making some plan changes. Some sponsors feel a change of their definitions of "hardship" is appropriate. Many are considering adding a nonqualified retirement plan and/or eliminating their TRASOP/ESOP/PAYSOP plans.

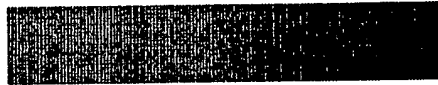
We want to thank all of you who took the time to complete our questionnaire. A \$1 donation was made to the American Cancer Society for each completed form we received.

Sincerely,

B. J. O'Keefe  
Director

# 401(k) **AFTER TAX REFORM**

A SURVEY REPORT



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**MASSMUTUAL**